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bill. And in more recent years I think Senator Chambers has been the champion of this language. And basically, what the language does, it speaks to the hiring policies of the University of Nebraska. And in general terms, it says that the university has to meet certain goals in diversity by a certain date. And the goals are set with respect to their peer institutions. And if they do not meet those goals, then they lose a certain portion of funding that would otherwise be appropriated to them. I don't think that they've ever lost any money on this matter, but nonetheless, they have had to revise their hiring policies to conform to the language of that appropriations bill. Some months ago I received some correspondence from someone who told me that increasingly what the university is doing is filling vacancies on the faculty without using a competitive process, which typically would have been used in the past. I don't know if that's the case or not. You know, we all get these letters, phone calls, e-mails and so forth and you just take them with a grain of salt. And sometimes you explore and if you think they're interesting. I thought that was an interesting question. I began corresponding with the university to try to determine whether or not there was any truth to this notion that they were filling vacancies without advertising them and putting them out to competitive process. And the university did send me some information which would seem to indicate that there is a pattern here of increasingly trying to fill vacancies on what I'll call a sole source basis, you know, in other words, without going to a competitive process, as is sometimes the case when you hire a contractor. You hire a sole source contractor because that person has unique skills. And it seems to me that whatever your views are on the whole question of trying to meet certain goals, for minority and gender-based hiring, that whatever your views are on that subject, that we all ought to at least agree that when a vacancy occurs on the faculty, it's in the university's best interest to advertise that vacancy as far and as wide as possible, not just to the university community itself, but beyond the university to other schools in an attempt to attract the largest pool of applicants possible, and then from that pool select the candidate best qualified to fill the position. That's called competition. Seems to work, and I mention this exchange of letters with the university. The most recent letter